

High Sick Leave Consumption Community Services



KPI Owner: Robin Grammer

Process: Time & Attendance

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: FY14 average 34%	Data Source: Payable Time Peoplesoft	Plan-Do-Check-Act Step 3: Determine and quantify root causes
Goal: <24% (mean of baseline and benchmark) by June 2015	Goal Source: Scope Summary	Measurement Method: # of employees who used 9 or more out of 12 sick ¹ days in a 12 month period; rate calculated by dividing by total employees
Benchmark: 9% LMG Top Quartile Oct2015	Benchmark Source: OPI sick leave study	Why Measure: Promote a culture in which sick time is used appropriately
		Next Improvement Step: Generate and prioritize potential solutions

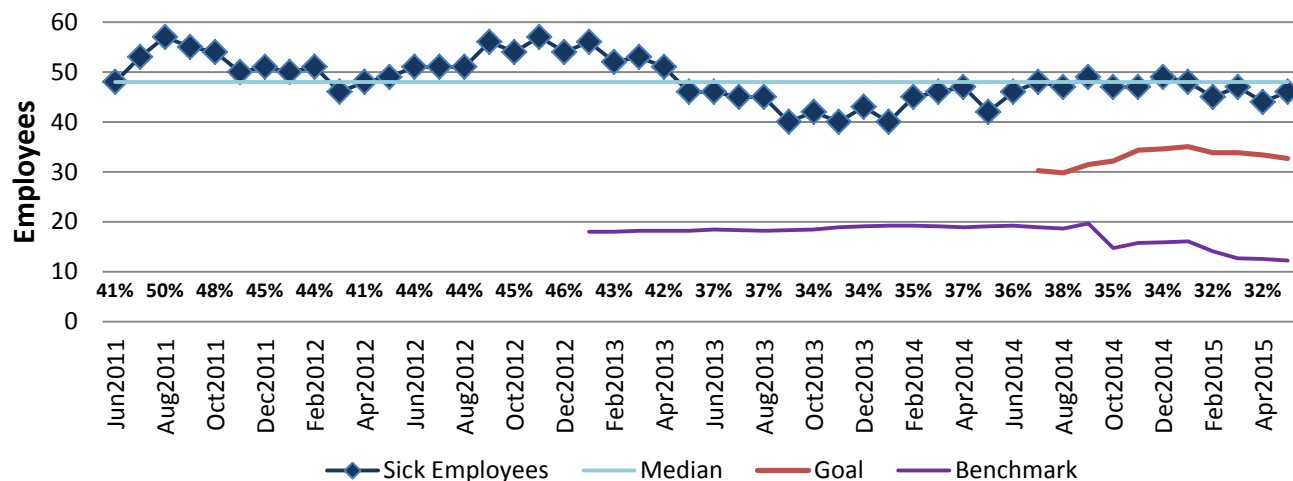
How Are We Doing?

Jun2014-May2015 12 Month Avg Goal	Jun2014-May2015 12 Month Average		May2015 Goal	May2015 Actual	
33	47		33	46	
Employees	Employees		Employees	Employees	

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Good



Jun2014-May2015 Pareto Analysis

